

For Immediate Release
Tuesday, January 6, 2004

Contact:
Tom Manheim
(408) 277-5131

National Search for Police Chief Ends in San José

San José – Culminating a nationwide search, San José City Manager Del D. Borgsdorf today (1/6/04) announced that he will recommend Rob Davis as the City’s new Chief of Police. Davis, a 23-year veteran of the San José Police Department, has been Deputy Chief overseeing investigations since 2001. The appointment is subject to City Council confirmation and will be on the closed Session agenda January 13, 2004.

“Rob’s years of policing experience and long ties to the community, combined with an established commitment to professionalism in management, distinguished him as the ideal candidate,” Borgsdorf said. “Having risen through the ranks, he knows the department and its personnel, and during his years of leadership he has demonstrated his willingness to be active in the community.

“He is a respected leader in the department, and his management experience in the key area of technology along with his understanding of administrative challenges will provide strong leadership skills to the department and the City,” Borgsdorf added.

(more)

Davis Appointment

Page Two

Davis' appointment is the result of a comprehensive community involvement effort. Ten community meetings attended by more than 100 people and a stakeholder group incorporating 23 community members helped establish a profile of the ideal police chief.

The community profile effort detailed a number of characteristics, skills and experience necessary for the next police chief to be a successful leader. These included someone who: 1) is well organized and productive; 2) hard working and visionary; 3) understands major metropolitan police departments; 4) understands large diverse cities; 5) cares about people; and, 6) cares about San José.

The recruitment attracted 29 candidates from across the country. Both a 17-member Community Panel and an 8-member Management Panel that included police and public sector managers interviewed the six finalists.

Davis has risen through the ranks of the San José Police Department, starting as a Police Officer in 1980, promoted to Sergeant in 1989, Lieutenant in 1993, Captain in 1998, and Deputy Police Chief in 2001. As Captain, Davis was responsible for the design and implementation of the San José's groundbreaking voluntary racial profiling study and served as project manager for design and implementation of a new department-wide automated information system.

He has managed personnel and training functions for the department, commanded the Violent Crimes Unit (Gang Unit) and most recently managed the Bureau of Investigations — 256 detectives and support staff who investigate homicides, crime scenes, robberies, sexual assault, gang activity, narcotics, auto theft, family violence, juvenile assaults, and financial and high-tech crimes.

(more)

Davis Appointment
Page Three

Davis, who has taught *Professionalism and Ethics* at the local Police Academy for sixteen years, has consulted in Central America for the U.S. State Department, providing training to federal police, politicians, government administrators, and community leaders in Honduras and El Salvador on community-oriented anti-gang efforts. He is one of only four police professionals who provide Peace Officers Standards and Training (POST) training in California to other POST trainers. Last year he completed work on a Master of Public Administration degree from Golden Gate University in San Francisco.

Davis reacted to the appointment, saying, “While the San José Police Department continues to be recognized as a model law enforcement agency, it is clear to me that our best days are yet ahead. I look forward to working closely with all segments of our community to ensure that this is so.”

Davis, who is fluent in Spanish, spent two years in Argentina during the 1970’s doing volunteer service. He is active in the community, serving on the board of the *Santa Clara County Big Brothers/Big Sisters* organization, and a graduate of the 1996 *Community Leadership San Jose/Silicon Valley* program.

He is married and has a five-year-old daughter. He will become San José’s 8th police chief since 1912 immediately upon City Council confirmation. His new salary will be \$179,000. Davis will replace Bill Lansdowne, who was recruited last summer to be the Chief of Police in San Diego.

#####